

1 **ARTICLE 1**

2 **1.1**

3 A. The Employer will contribute an amount equal to eighty-five percent (85%) of the
4 total weighted average of the projected health care premium for each bargaining unit
5 employee eligible for insurance each month, as determined by the Public Employees
6 Benefits Board annually for benefits in calendar year 2015. The projected health care
7 premium is the weighted average across all plans, across all tiers.

8 B. The Classic Uniform Medical Plan (deductible, out-of-pocket maximums and co-
9 insurance) in effect for calendar year 2011 will be maintained for calendar year 2015,
10 except that:

11 1. Point-of-service costs may be reduced to implement a wellness program
12 that is intended to improve employee health and reduce health care costs.

13 2. To eliminate or reduce the financial effect of the pharmaceutical
14 provisions of the Affordable Care Act, the medical out-of-pocket maximum may
15 increase or a separate out-of-pocket maximum may be created for pharmacy.

16 C. Article 1.1(B) will expire June 30, 2015.

17 **1.2** The Employer will pay the entire premium costs for each bargaining unit
18 employee for basic life, basic long-term disability and dental insurance coverage.

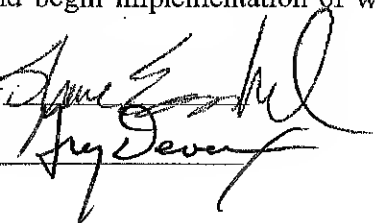
19 **1.3 Wellness**

20 A. To support the statewide goal for a healthy and productive workforce, employees
21 are encouraged to participate in a Health Risk Assessment survey. Employees will be
22 granted work time and may use a state computer to complete the survey.

23 B. Beginning October 2013, the Employer will work with the Coalition of Unions to
24 develop and begin implementation of wellness initiatives by January 1, 2014. The

For the Employer

For the Coalition

The image shows two handwritten signatures. The top signature is for the Employer and the bottom signature is for the Coalition. Both signatures are in black ink and appear to be cursive or stylized.

- 1 Coalition of Unions agrees to partner with the Employer to educate their members on
- 2 the wellness program and encourage participation.
- 3

For the Employer



For the Coalition

